

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON
PORTLAND DIVISION

KELLY CAHILL, SARA)
JOHNSTON, LINDSAY)
ELIZABETH, and HEATHER)
HENDER, individually and)
on behalf of others)
similarly situated,)
Plaintiffs,)

vs.

Case No. 3:18-cv-01477-JR

NIKE, INC., an Oregon)
Corporation,)
Defendant.)

REMOTE VIDEOTAPED DEPOSITION OF EMILY TUCKER
Portland, Oregon
Friday, January 22, 2021

REPORTED BY: Dayna Michelle Glaysher
CSR No. 13079;
RPR, CRR No. 28081

1 accurate?

2 A. Uh-huh, yes.

3 Q. I just need a verbal answer.

4 A. I didn't hear you.

5 Q. Oh, I just need a verbal answer. I only saw you 11:04:43
6 shaking your head.

7 A. Yes.

8 Q. Okay. Thanks.

9 And then you returned to Nike in December of 2005

10 as account services manager, U.S. Customer Service 11:04:56

11 Department; is that accurate?

12 A. Yes.

13 Q. Okay. And was that role back in Oregon?

14 A. Yes.

15 Q. Were your first two roles with Nike account 11:05:05
16 representative and account executive -- were those in
17 Oregon as well?

18 A. Yes.

19 Q. Okay. Why did you decide to come back to Nike?

20 A. I -- so it was a -- you know, it was a nice place 11:05:18
21 to work. I enjoyed my coworkers. The work was
22 challenging. And -- and so I knew that that was an
23 environment I wanted to go back to.

24 Q. Okay. And was your supervisor when you returned

25 an individual by the name of Gorgon Barrett? 11:05:44

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1 zone. I recall a slightly different number actually.

2 Q. Okay. I'll see if I can find any -- any
3 document. We'll come back to that.

4 Do you know how -- did you have any conversations
5 about your compensation before you were hired at Nike in 11:07:03
6 the account services manager role?

7 A. Did I have any conversations about compensation
8 with -- like with the hiring manager?

9 Q. Right. With anyone at Nike.

10 A. Yes. 11:07:23

11 Q. And who did you speak -- with whom did you speak?

12 A. That would've been Gordon.

13 Q. Okay. And what conversations did you and Gordon
14 have about your compensation?

15 A. I recall him making an offer. And I -- trying to 11:07:33
16 negotiate a higher number. And his response was that
17 there was a very extreme time constraint on his end as
18 relating to he needed to make and get an accepted offer
19 in the moment, and that he couldn't negotiate.

20 Q. Okay. And do you know how your starting salary 11:08:12
21 was set, what factors the company considered?

22 A. I don't.

23 Q. Okay. Do you recall your CFE rating in 2006 and
24 2007?

25 A. I mean I could guess. Not specifically. 11:08:40

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CERTIFICATE
OF
CERTIFIED SHORTHAND REPORTER

The undersigned certified shorthand reporter
of the State of California does hereby certify:

That the foregoing deposition was taken
before me at the time and place therein set forth, at
which time the witness was duly sworn by me.

That the testimony of the witness and all
objections made at the time of the deposition were
recorded stenographically by me and thereafter
transcribed, said transcript being a true copy of my
shorthand notes thereof.

In witness whereof, I have subscribed my
name this date: February 4, 2021



CSR Number 13079

RPR, CRR Number 28081

Cahill v. Nike

No. 3:18-cv-01477-JR (D. Or.)

Deposition Date: January 22, 2021

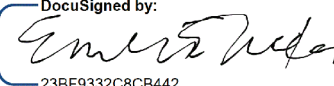
Deponent: Emily Tucker

Page	Line(s)	Reads	Should Read	Reason
28	12	Kavanagh	Cavanaugh	To correct spelling error
30	1	immanence	imminent	To correct transcription error
36	1	Michelle	Michele	To correct spelling error
36	7	Shafbow	Schafbuch	To correct spelling error
36	7	Dooby	Dube	To correct spelling error
36	7	Tanya	Tonia	To correct spelling error
38	5	Michelle	Michele	To correct spelling error
39	11	Kenny	Kenney	To correct spelling error
53	3	P-h-i-l-l-i-p-i, I believe.	P-h-i-l-l-i-p-i, I believe.	To correct spelling error
53	8	Suiten	Sutin	To correct spelling error
60	22	back sell	back fill	To correct transcription error
65	11	Nike values perspective	Nike VALUES band perspective	To clarify testimony
67	7	Birch	Burch	To correct spelling error
68	2	Birch	Burch	To correct spelling error
74	8	My role was to - - to oversight	My role was to – provide oversight	To clarify testimony
77	12	Haightman	Hapeman	To correct transcription error
83	19	Yes	Yes, I was involved in the decision.	To clarify testimony
93	3	Kavanagh	Cavanaugh	To correct spelling error
94	14	Palo Polo	Paolo Polla	To correct spelling error
97	23	Piestrip	Peistrup	To correct spelling error
100	11-12	It was below the minimum.	I am 90% sure it was below the minimum.	To clarify testimony.
101	19	Palo Polo	Paolo Polla	To correct spelling error
126	2	No	No, I did not make hiring decisions, just recommendations	To provide complete answer to question
126	5	No	No, I did not make pay decisions, just recommendations	To provide complete answer to question

126	8	No	No, I did not make CFE decisions, just recommendations	To provide complete answer to question
126	14	No	No, I did not make promotion decisions	To provide complete answer to question
126	19	Ryan	Bryan	To correct transcription error
126	22	Binser	Binzer	To correct spelling error
129	19	Maggie Winkler	Maggie Winkel	To correct transcription error
129	19	Michelle	Michele	To correct spelling error
132	17	Kenny	Kenney	To correct spelling error
136	3-4	and include that was for his direct reports	that was for his direct reports and not include me	To correct transcription error
160	4	Scarmetto	Scarmato	To correct spelling error
160	5	Scarmetto	Scarmato	To correct spelling error
166	4	rule	role	To correct transcription error
166	16	Michelle	Michele	To correct spelling error
171	9	Yes, hiring recommendations, yes.	Not hiring decisions. Hiring recommendations, yes.	To clarify testimony
181	12	Michelle	Michele	To correct spelling error

Subject to the above changes, I declare under the penalties of perjury of the laws of the United States that my deposition transcript is true and correct.

Executed on 3/4/2021 in Portland, OR.

DocuSigned by:

 23BF9332C8CB442...
 Emily Tucker